

Missouri Governor's Council on Disability

Vision and Strategic Organizational Plan for 2020 - 2022

VISION

The Missouri Governor's Council on Disability will be recognized, statewide, as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

Goal I: Advise all state agencies and non-governmental organizations to advocate for policies and practices that impact Missouri citizens with disabilities.

Champion: Staff / Programs Committee

Strategy A: Develop proactive relationships with elected officials.

Activities	Measurement	Target End Date	Responsible Entity
1 Provide disability information and resources to legislators, staff, and constituents	# of contacts	ongoing	Staff /Council
2 Coordinate the Legislative priorities poll report and send out to constituents	# receiving update	October 1	Staff
3 Distribute a report of the survey outcomes to elected officials and department entities	# surveys received	Mid-January of each year	Staff/Council
4 Continue outreach to legislators	# of contacts	ongoing	Staff

Strategy B: Collaborate with state entities and non-governmental organizations regarding disability issues.

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute GCD's legislative update as requested	#s provided	weekly during session	Staff/Council.
2 Partner with state entities on initiatives that impact people with disabilities' lives	#s of partnerships	ongoing	Staff/Council.
3 Collaborate with state liaisons and share updates on initiatives that impact people with disabilities	# of contacts with state entities	ongoing	Staff

Goal II: Encourage system changes and public policies that eliminate barriers and support the wellbeing and independence of individuals with disabilities

Champion: Staff / Programs Committee

Strategy A: Annually determine the Council's top priorities for public policy and system change.

Activities	Measurement	Target End Date	Responsible Entity
1 Complete an annual GCD Legislative Priorities Poll to determine priorities.	Surveys received	October	Staff/Council.
2 Seek customer feedback online and for GCD programs	Surveys received	As requested	Staff
3 Document the types of technical assistance calls and highlight priorities.	Inquiry log	Quarterly	Staff
4 Gather information through networking with disability community.	Meetings attended	ongoing	Staff/Council/State Liaisons

Strategy B: Continue to promote awareness on disability issues.

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute the Inclusion and Youth Leadership award nomination to businesses, schools, disability organizations and state entities.	# of Inclusion and youth leadership awards application received	January	Staff/Council
2 Conduct and distribute statewide Poster Contest information for National Disability Employment Awareness Month (NDEAM)	# of poster entries	August 1	Staff
3 Conduct presentations and interviews on disability topics to state entities and the public	# of people participating and information provided	As requested	Staff
4 Provide current information on the disability portal	# of hits visiting the site	Quarterly	Staff
5 Promote disability history and awareness to the public	# of outreach/awareness activities	October each year	Staff
6 Support and provide disability awareness training for first responders	# of trained individuals	ongoing	Staff/DD Council

Goal III: Expand opportunities for independence for people with disabilities in all aspects of their lives

Champion: Staff / Programs Committee

Strategy A: Promote alliance and supports to increase equal access

Activities	Measurement	Target End Date	Responsible Entity
1 Participate in and lead coalition meetings in the area of education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff and Council Members
2 Continue supporting universal design and access in education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff and Council Members
3 Participate in the National Association of Governor's Councils on Disability	# of meetings attended	ongoing	Executive Director

Strategy B: Promote active citizenship for people with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Provide the Legislative Education Project	# participants	January-May	Staff/Council
2	Provide weekly "Legislative Update"	# distributed	January-May	Staff/Council
3	Participate in activities that promote active citizenship for all people with disabilities	# s attended	ongoing	Staff/Council
4	Collaborate with and offer leadership to coalitions and other groups on disability related issues.	#s of meetings attended	ongoing	Staff/Council
5	Support voting rights and minimize barriers.	Information provided	ongoing	Staff/Council
6	Continue to develop and promote position papers relevant to the disability community.	# of papers developed	ongoing	Staff/Council

Strategy C: Support all employment initiatives that promote hiring people with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Continue to support the commitment of employers to be proactive in hiring people with disabilities	Dept. of Labor statistics	ongoing	Staff/Council
2	Conduct educational presentations on disability employment issues	# of participants and organizations /businesses	ongoing	Staff/Council
3	Continue to support the Business Leadership networks	# of employers	ongoing	Staff/Council
4	Collaborate with state entities to improve employment outcomes for people with disabilities	# of PWD obtaining employment	ongoing	Staff/Council
5	Provide technical assistance to employers and employees as requested.	# of inquiries	ongoing	Staff/Council

Strategy D: Support Youth Programming based on national and state initiatives

	Activities	Measurement	Target End Date	Responsible Entity
1	Exchange recruitment & other strategies with other States' YLF coordinators.	# youth in program/ # "selected"	ongoing	Staff
2	Continue a memorandum of understanding with a nonprofit entity to be the fiscal agent for the MO Youth Leadership Forum for the private donations.	funds obtained	ongoing	Staff
3	Develop annual recruitment plan to increase number of youth participants	increase in # of participants	ongoing	Staff
4	Share the impact of the MO Youth Leadership Forum	# of presentations	ongoing	Staff
5	Mobilize other leadership opportunities for youth with disabilities	# of activates	ongoing	Staff
6	Diversify funding for the Missouri Youth Leadership Forum	funds obtained	ongoing	Staff/Council/MO-YLF Planning Committee

Strategy E: Encourage people with disabilities to participate in leadership opportunities

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage YLF alumni as leaders in their communities.	# of alumni	ongoing	Staff
2	Provide information about disability related programs and opportunities to the disability community	# enrolled	ongoing	Staff
3	Actively obtain seats on boards, commissions and councils.	# of boards, etc. actively held by people with disabilities	ongoing	Staff/Council
4	Actively develop opportunities to present educational programs	# of presentations	ongoing	Staff/Council
5	Engage in outreach activities	# of presentations , activities, etc.	ongoing	Staff and Council

Strategy F: Provide supports to disaster preparedness program for persons with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage in emergency preparedness outreach activities	# of activities	ongoing	Staff
2	Update emergency preparedness information on the website	# of requests	ongoing	Staff
3	Engage in SEMA/Access and Functional Needs Committee meetings activities as needed	# of meetings attended	ongoing	Staff

Strategy G: Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives

	Activities	Measurement	Target End Date	Responsible Entity
1	Respond with accurate information and resources in a timely manner	# requests	ongoing	Staff
2	Conduct presentations related to disability topics and GCD programs	# provided	ongoing	Staff
3	Continue to provide disability related resources as requested	# provided	ongoing	Staff
4	Host exhibit booths at area conferences.	# of exhibits & visitors	ongoing	Staff and Council Members
5	Provide guest speakers on "hot topics" related to disability issues to Council Members and state liaisons.	# of presentations/ # different groups presenting	ongoing	Staff and Council Members
6	Continue to provide and update resources on the Disability Web Portal	# of requests and usage of website	ongoing	Staff

Goal IV: Gather input from the public on disabilities related issues and report the results of this information.**Champion: Staff / Advocacy Committee***Strategy A: Collect data on GCD activities to provide the Governor and state entities with a written report on key disability issues and solutions.*

	Activities	Measurement	Target End Date	Responsible Entity
1	Complete and distribute the annual report	# distributed	Annually by December 31	Staff
2	Share the results of the legislative priorities polls	Legislative Survey	October each year	Staff
3	Provide legislative updates on the final bills that were passed regarding disability issues.	Bills that were signed into law and have impact on PWD	June 1	Staff

Strategy B: Document outcomes of the Council activities for inclusion in the annual report.

	Activities	Measurement	Target End Date	Responsible Entity
1	Track all inquiries.	Inquiry Log	ongoing	Staff
2	Solicit feedback via website's customer satisfaction survey and outreach to the community.	# of hits and attendance of meetings	quarterly	Staff
3	Continue tracking impact of Missouri Youth Leadership Forum on alumni.	Survey all participants/alumni	Twice a year	Staff
4	Measure impact of Legislative Education Project.	Survey all participants	At end of each event	Staff

Goal V: Develop, explore and implement strategies to increase resources for and the operating efficiency of the Council.**Champion: Staff / Advocacy Committee***Strategy A: Secure funding to expand existing programs.*

	Activities	Measurement	Target End Date	Responsible Entity	Comments
1	Continue funding partnerships for Missouri Youth Leadership Forum activities.	Fully funded program	Annually	Staff	
2	Develop comprehensive approach to securing funds to support Council activities.	Fully funded program	Annually	Executive Director	

Strategy B: Annually review the by-laws and strategic plan.

	Activities	Measurement	Target End Date	Responsible Entity
1	Executive Committee and director review by-laws as needed.	Meeting minutes	ongoing	Executive Director/Council
2	Recommendations made to full Governors Council.	Meeting minutes	January of each year	GCD
3	Strategic plan reviewed every three years	Strategic Plan	August every three years	Council and Staff

Strategy C: Council quarterly meetings are productive and maximize the talents of the Council Members.

	Activities	Measurement	Target End Date	Responsible Entity
1	Provide orientation packets including copy of the Sunshine Act to new Council Members	Orientation packet & date	ongoing	Staff
2	GCD meetings will stay abreast on current topics.	Meetings minutes	ongoing	GCD Staff
3	Council receives outcome-based staff reports regarding the strategic plan initiatives and activities at the quarterly Council meetings	Member/staff reports	ongoing	Council/Staff
4	Meetings maximize Council Members' time & expertise.	Council Members Questionnaire	Ongoing	Executive Director /Chair

Strategy D: Support the professional development of personnel to achieve the goals of the Council

	Activities	Measurement	Target End Date	Responsible Entity
1	Review staff performance and provide training opportunities to assure ability to achieve these goals	Engage Meetings	Monthly	Executive Director
2	Continue to collaborate or partner to maximize staffing resources.	#s of partnerships or collaborations	ongoing	Council/Staff
3	Annually review Executive Director performance and summarize to full Council.	Performance review	Annually	Chair/Personnel Committee